TAMU Industrial/Organizational Psychology Doctoral Program
First Colloquium, Fall 2017
TAMU: Research 1 Institution

- The university, department, program, and faculty are evaluated based on
  - Funding (grants, contracts, etc.)
  - Research (publications)
  - Academic Placements (your jobs post-graduation)
    - at least 40/60 ratio
- Ph.D. is a research degree
- Our goal is to train and graduate top-tier researchers in a timely manner
TAMU I/O Psychology Program Climate

• Informal climate
  – please call the faculty by their first names
• Collaborative rather than competitive climate
• Welcoming and inclusive
• Informal mentoring all around
• Culture of “No surprises”
Administrative Advisor

• Everyone is assigned an administrative advisor until you decide who you want to be your research advisor.

• To formally change your advisor, please notify the Area Head to change department records and to change this information on our website.
Research Advisor

• It is the student’s responsibility to talk to the faculty and read up on what they are doing to determine shared interests
• A research advisor is determined by mutual agreement and selection
• Your research advisor is also your mentor
• Students are encouraged to work with more than one faculty member – keep in mind you will need 3 letters of recommendation/references when you leave
How is graduate school different from undergrad?

- You have entered a specialized, narrow field and the world is small. (Everyone knows everyone!)
- You have an advisor; much smaller faculty/student ratio; therefore, professors pay a lot more attention to you
- Mentoring by senior students (ask them questions first)
- Other grad students are your colleagues and will be your long time friends, collaborators, & resources
- Students should evolve from assistants to collaborators, but keep in mind that your advisor has much more knowledge and experience than you, so you should be open to learning from them even if you sometimes disagree with their perspective

continues…..
How is graduate school different from undergrad?

• Imposter syndrome is not abnormal
• Expectations for independence; not a lot of handholding
• Time management is crucial due to less structure
• Always research-related tasks to be done
• Doing well in classes is the norm and not a differentiator
• More reading and writing
• Motivation/initiative is key to success
Faculty Expectations of You

• Work hard and be conscientious
• Be around, have a presence on campus
• Be responsive, respond to e-mails, even if it’s just to acknowledge receipt (E-mail significant mode of communication, dropping by also okay, but if >5 min, please schedule an appt)
• Be courteous and respectful; gracious and appreciative
• Regularly attend colloquia and program events; if you can’t, let your advisor know in advance
• Make progress; graduate in a timely manner (e.g., complete master’s degree in 2 yrs)
Timeline for Completion

• Expected to complete the Ph.D. in approximately 5 years (note the college only pays for tuition for 5 years)
  1. Defend master’s thesis by the end of your 2nd year
  2. Take comprehensive exams at the end of your 3rd year
  3. Complete and defend your dissertation by the end of your 5th year
How to be Successful in Graduate School

• Be intellectually curious & open to learning
• Be resourceful (e.g., consult each other and our website)
• Stay healthy; eat & sleep well and exercise!
• Ask for help and/or support when you need it
• Treat everyone (especially staff) with respect
• Take advantage of your advisor’s expertise
• Get involved in multiple research projects that will lead to publications (research pipeline)

continues…
How to be Successful in Graduate School

• Complete the projects you start
• Be efficient; use class papers as first drafts of research manuscripts
• Write 30 minutes every day
• Embrace and be responsive to feedback
• Submit to and attend conferences and represent our program well
• Keep in mind…
  – Academic job opportunities are largely driven by what is on your CV
  – Internet posts live forever
Faculty Commitments to You

• An investment of our time in you
  – Mentoring and responsiveness to your needs
  – Opportunities to contribute to research projects resulting in publications and conference presentations
  – Feedback on manuscripts in ~2 weeks
  – Career support; networking
  – Look out for your best interests

• Feedback; annual evaluations (due to us in May)
• Participation in I/O program events and activities
• Representation of the program within the department
• Remain active in the field (e.g., submit/attend conferences)
Don’t Expect the Faculty to…

- Know OGAPS rules (see OGAPS website and Charlie)
- Know everything about everything
- Remember everything discussed (note, we all have a lot of responsibilities and are engaged in projects/activities that you may not know about). It’s okay to send friendly reminders.
- Be responsive to unrealistic deadlines
Funding: What you are Paid to Do

• All doctoral students are funded for a minimum of 4 years

• Sources of funding
  – Department Assistantship (grader, TA, instructor of record, RA)
  – Non-department Assistantship (RA, GNTA)
  – College or University Fellowship
  – Grant/Contract

• Procedure
  – Faculty select students to support on grants and contracts
  – Each semester we remind the department who is funded externally (grants, contracts, fellowships)
  – Department assigns students to assistantship duties based on department need and when possible your preference/experience
Funding: What you are Paid to Do

• Expectations
  – You coordinate with the faculty member you are assigned to on a mutually agreeable schedule
  – Perform all duties assigned in a timely and quality manner
  – Notify the faculty member ASAP if you cannot fulfill a specific expectation (e.g., papers graded by due date, cannot teach lab due to serious illness)
  – Seek a substitute if you will miss lab due to a planned absence (e.g., conference) or cannot perform a specific duty (e.g., proctor exam, grade exams)
  – Discuss authorship, timelines, and expectations early when beginning a new project or joining a project
Funding vs. Research

- Funding = What you are **paid** to do
- Research = What you **love** to do
- Ideally funding aligns with your research (or teaching) interests/preferences
- We try to align funding with your research interests but this is not always the case and will not always happen (i.e., every semester); however, you are still expected to do the same quality of work and see tasks/projects through to completion
- Both funding and research tasks add to your skill set and experience
Grievances

• Who should you talk to if you have an issue with a faculty member or a student that are of a professional nature or personal that impinge on work/professional?

• Consult with the following individuals in this order. You may skip an individual if you are not comfortable approaching them.

  1. Your Advisor
  2. I/O Area Head: Winfred
  3. Graduate Studies Advisor: Charlie
  4. Department Head: Heather Lench
  5. OGAPS Ombudsperson: ombuds@tamu.edu
Ethics

• We abide by the American Psychological Association’s (2002) Ethical Principles of Psychologists and Code of Conduct
  – Practice only what we have expertise in
  – Maintain professional relationships with students
  – Authorship based on intellectual leadership/contribution
• Keep climate/culture in mind – treating everyone with respect
• See grievance process if you have an issue or concern
• We want you to be a proud Aggie; please make us proud that you are one of us and represent us well!
“People rarely succeed unless they have fun in what they are doing.”

Dale Carnegie
Program Logistics

• 2 elected student reps (liaison, SIOP reception)
  – Stephanie & Jessica

• Colloquia organizers
  – Zach & Jessica

• Updates to individual websites
  – YOU!

• Updates to program website
  – Anjelica

• Updates to bulletin board (near Charlie’s office)
  – Stephanie & Anjelica

• Update contact info on program directory
  – Stephanie & Jessica
Upcoming Deadlines

- **Sept 13th** - SIOP Conference submission (www.siop.org)
  - Chicago, IL; April 18-21, 2018

- **Dec 15th** - IOOB Conference Graduate Student Conference submission (https://ioob2018.wordpress.com/)
  - University of Tulsa; Feb 22-24, 2018